



# EMPLOYMENT TRIBUNALS

**Claimant:** Zach Harrowing  
**Respondent:** Silvercrest Energy Ltd  
**Heard at:** East London Hearing Centre (by Cloud Video Platform)  
**On:** 11<sup>th</sup> August 2022  
**Before:** Employment Judge Travers

## Representation

**Claimant:** Jenny Sayer (his mother)  
**Respondent:** Rupert Myers, counsel, instructed by direct access

***This has been a remote hearing which has not been objected to by the parties. The form of remote hearing was by Cloud Video Platform. A face to face hearing was not held because the relevant matters could be determined in a remote hearing.***

## JUDGMENT

1. The claimant is awarded a total sum of £1,491.53. This is comprised of the following sums which are all awarded net of tax:
  - (i) £623.07 holiday pay (£69.23 per day x 9 days).
  - (ii) £838.46 notice pay.
  - (iii) £30 in respect of pension contribution.
2. The claim of unfair dismissal is dismissed.
3. The claim in respect of unlawful deduction of wages relating to alleged pay shortfalls from April-July 2021 was made out of time, consequently the tribunal has no jurisdiction to consider it. The claimant failed to satisfy the tribunal that it was not reasonably practicable for the claim to have been presented within the statutory time limit.

**Employment Judge Travers**  
**Date: 24 August 2022**